NCI BUILDING SYSTEMS INC Form 8-K September 08, 2008

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report: September 4, 2008

NCI BUILDING SYSTEMS, INC.

(Exact name of registrant as specified in its charter)

Delaware (State or other jurisdiction

1-14315 (Commission File Number) 76-0127701 (I.R.S. Employer

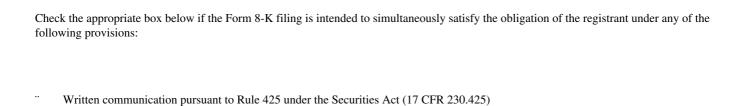
of incorporation)

Identification Number)

Edgar Filing: NCI BUILDING SYSTEMS INC - Form 8-K

10943 North Sam Houston Parkway West

Houston, Texas 77064
(Address of principal executive offices) (Zip Code)
Registrant s telephone number, including area code: (281) 897-7788



- " Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- " Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- " Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Edgar Filing: NCI BUILDING SYSTEMS INC - Form 8-K

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

(e) Material Compensatory Plan, Contract or Arrangement.

Bonus Program

At a meeting held on September 4, 2008, the Board of Directors of NCI Building Systems, Inc. (NCI) approved an amendment to NCI $\,$ s Bonus Program (the $\,$ Program $\,$). The Program was amended to provide for the placement of Level IV participants into multiple categories with graduated levels of bonuses.

Deferred Compensation Plan

The Board also approved an amendment to the NCI Building Systems, Inc. Deferred Compensation Plan to raise the annual minimum aggregate deferral election amount from \$2,000 to \$5,000.

Edgar Filing: NCI BUILDING SYSTEMS INC - Form 8-K

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

NCI BUILDING SYSTEMS, INC.

By: /s/ Todd R. Moore Name: Todd R. Moore

Title: Executive Vice President, General Counsel

and Secretary

Dated: September 8, 2008